U.S. Army Medical Command
Fort Sam Houston, Texas

Equal Employment Opportunity Progra

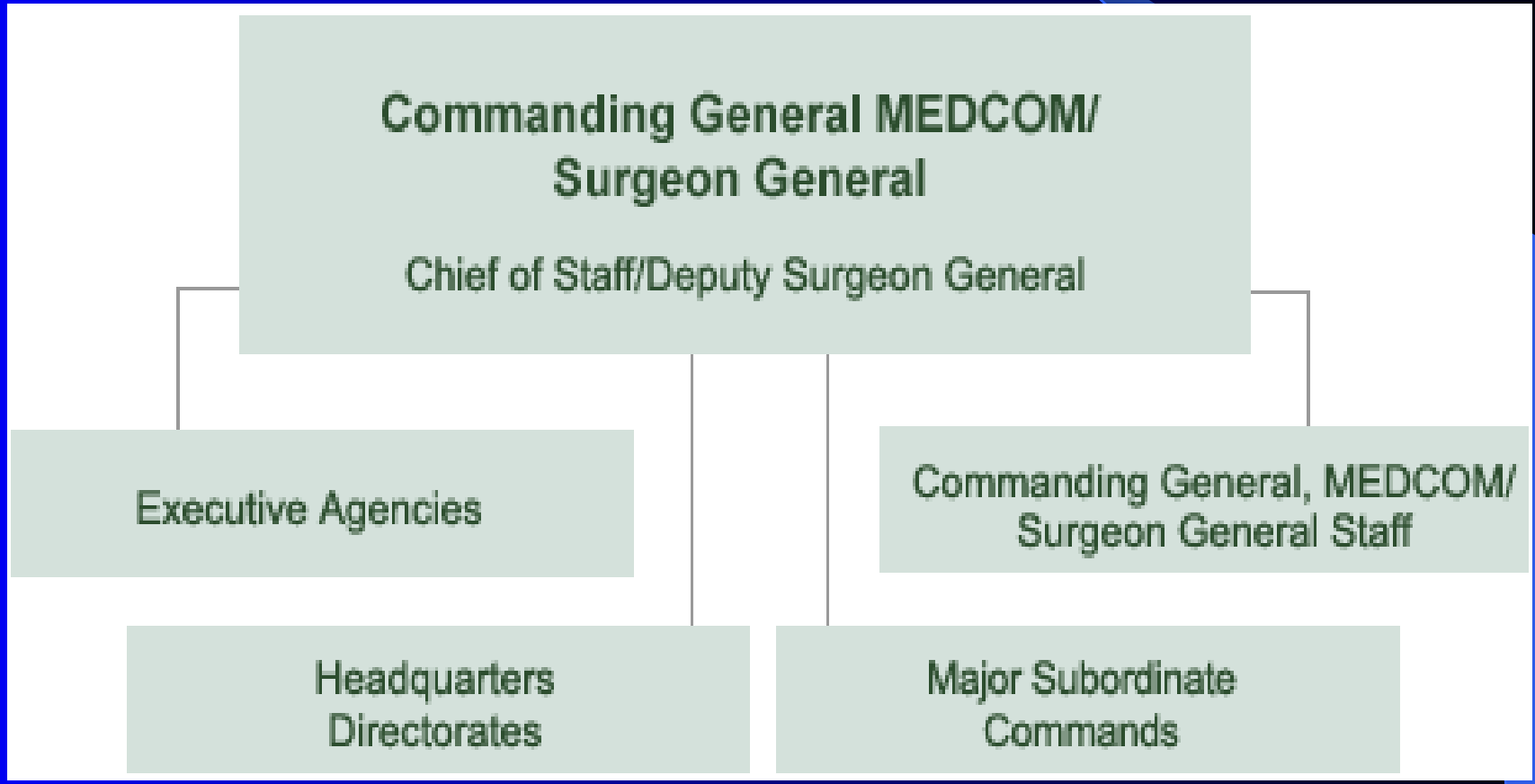
Department of the Army
Hispanic Employment Program Forum
7 June 2004

- *U.S. Army Medical Command (M*
- *The MEDCOM Civilian Workforc*
- *Current MEDCOM Issues*
- *MEDCOM Initiatives*

US Army Medical Command (MEDCOM)

- **Organization**
- **Mission**
- **AMEDD**
- **MSCs, FOAs and Other Organizational Elements**

Surgeon General/MEDCOM Organization



MEDCOM Mission

- **To project and sustain a healthy and medically protected force; to deploy a trained and equipped medical force that supports Army Transformation; ensure homeland security; and manage the health care of the**

Army Medical Department (AMEDD)

- AMEDD — Army Medical Department. All Army healthcare people in the world belong to the AMEDD. The Army surgeon general, a lieutenant general, sets policies for the entire AMEDD. "Dual-hatted" as U.S. Army Medical Command commander, he also commands most AMEDD commands, agencies and fixed hospitals.

MSCs, FOAs and Other Organizational Elements

- **Installations**
- **Major Subordinate Command**
- **Field Operating Activities/Agencies**

Installations

- **Fort Detrick, Maryland**
- **Walter Reed Army Medica Center, Wash D.C.**

Major Subordinate Commands

- **Regional Medical Commands – North Atlantic, Southeast, Great Plains, West, Pacific, Europe**
- **U.S. Army Center for Health Promotion & Preventive Medicine (CHPPM); 9 subordinate elements**
- **U.S. Army Veterinary Command (VETCOM)**
- **U.S. Army Dental Command (DENCOM)**
- **U.S. Army Medical Department Center and School (AMEDDC&S)**

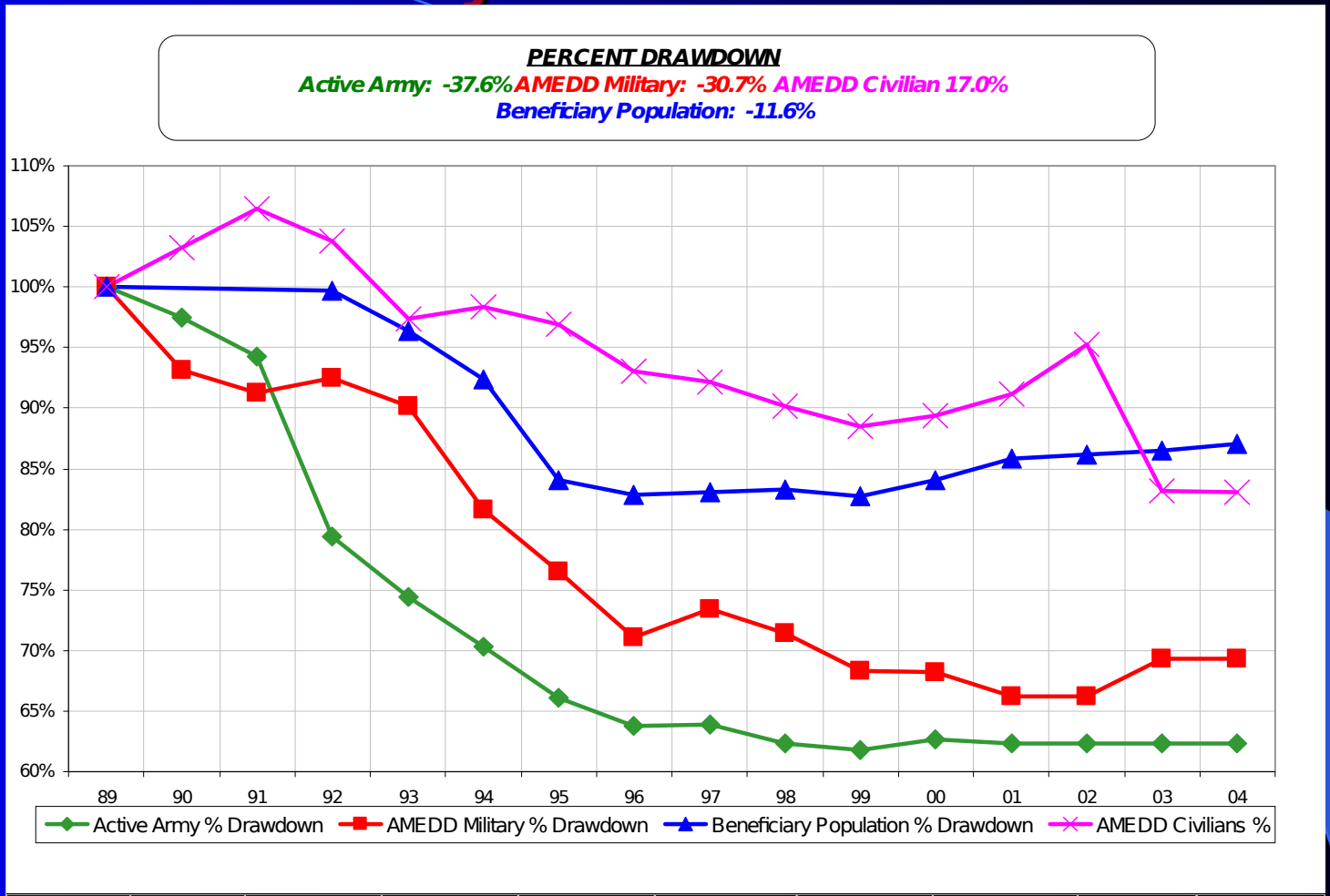
Regional Medical Commands

Field Operating Activities/Agencies

- **U.S. Armed Forces Institute of Pathology (AFIP)**
- **U.S. Army Element Joint Health Service Agency (JHSA)** 6 subordinate activities
- **U.S. Army Medical Command Health Care Acquisition Activity (HCAA)** 6 regional centers
- **U.S. Army Medical Information Technology Center (USAMITC)**

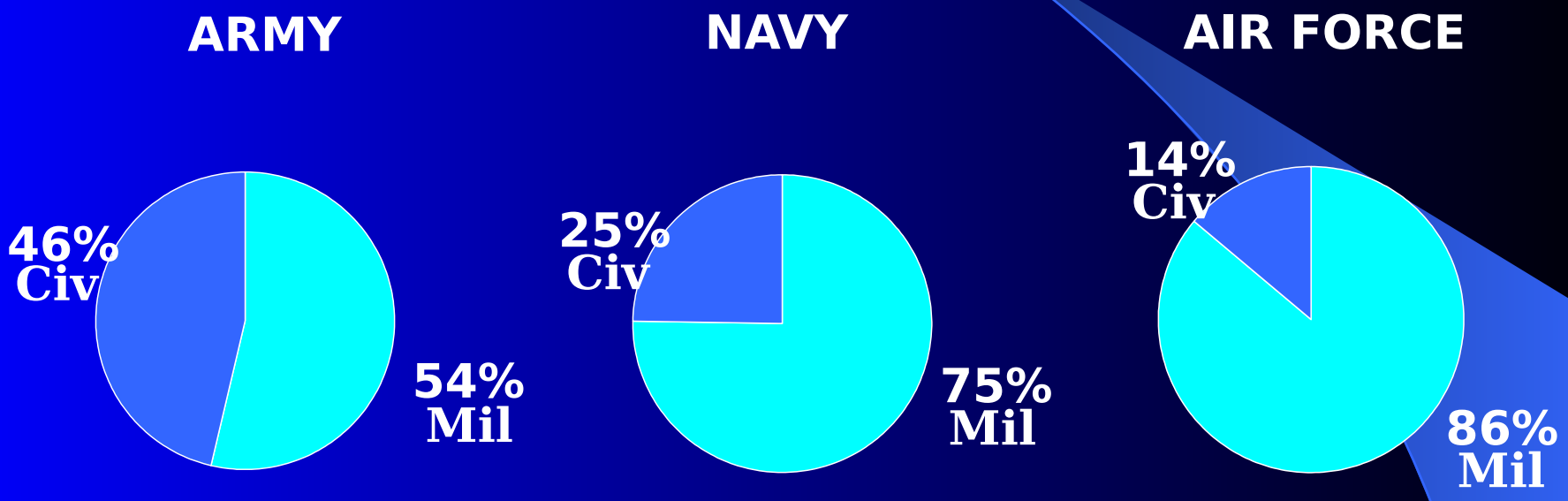
The MEDCOM Civilian Workforce

Army Drawdown



	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04
Active Army	769,741	750,589	725,445	611,305	572,423	541,343	508,559	491,103	491,707	479,686	475,290	482,170	480,000	480,000	480,000	480,000
AMEDD Military	66,423	61,892	60,627	61,428	59,875	54,213	50,833	47,247	48,748	47,427	45,401	45,281	43,966	43,963	46,006	46,022
AMEDD Civilian	30032	31003	31974	31162	29244	29547	29103	27926	27690	27071	26569	26837	27382	28598	24984	24932
Beneficiary Population	3,413,701			3,403,404	3,288,916	3,152,885	2,870,579	2,827,549	2,834,215	2,841,727	2,825,386	2,870,004	2,928,259	2,940,087	2,954,532	2,969,787

Defense Health Program Manpower Comparison



KEY POINT: Army has the highest ratio of cost effective civilian me workforce of the three services.

MEDCOM ORGANIZATION

HQs, US Army Medical Command

MIL	CIV
109	221

US Army Medical Research & Materiel Command

MIL	CIV
	1146

Other FOA CIVs 588

US Army Dental Command

MIL	CIV
1842	1607

US Army Veterinary Command

MIL	CIV
1136	106

US Army Center for Health Promotion & Preventive Medicine

MIL	CIV
239	603

US Army Medical Department Center & School

MIL	CIV
3951	653

US Army Regional Commands

(6 RMCs)

MIL	CIV
27003	20882

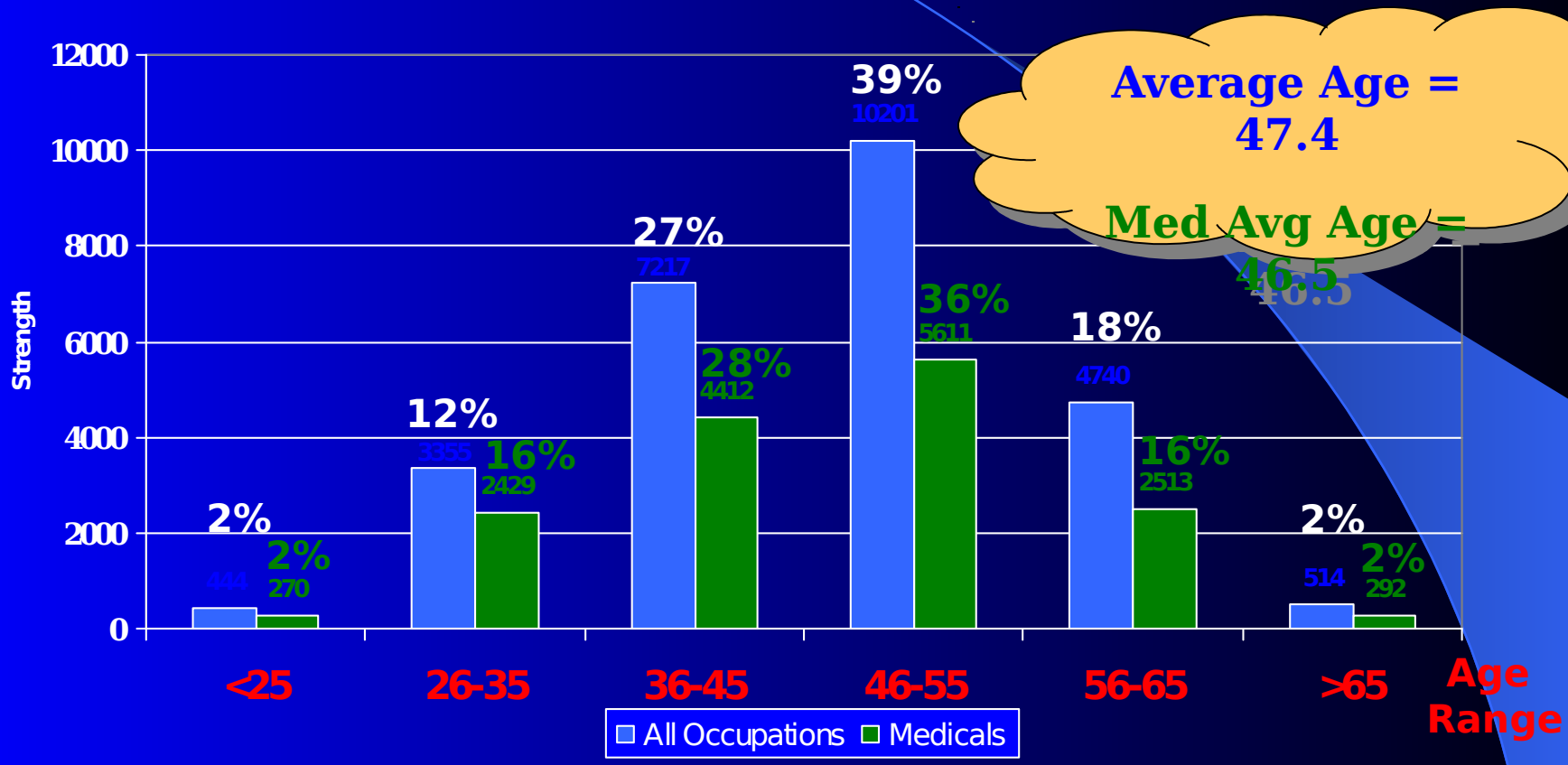
TOTALS: Civilians – 26,471
Military – 35,426

Sources:

HQ ACPERS, MODS,

11 May 04

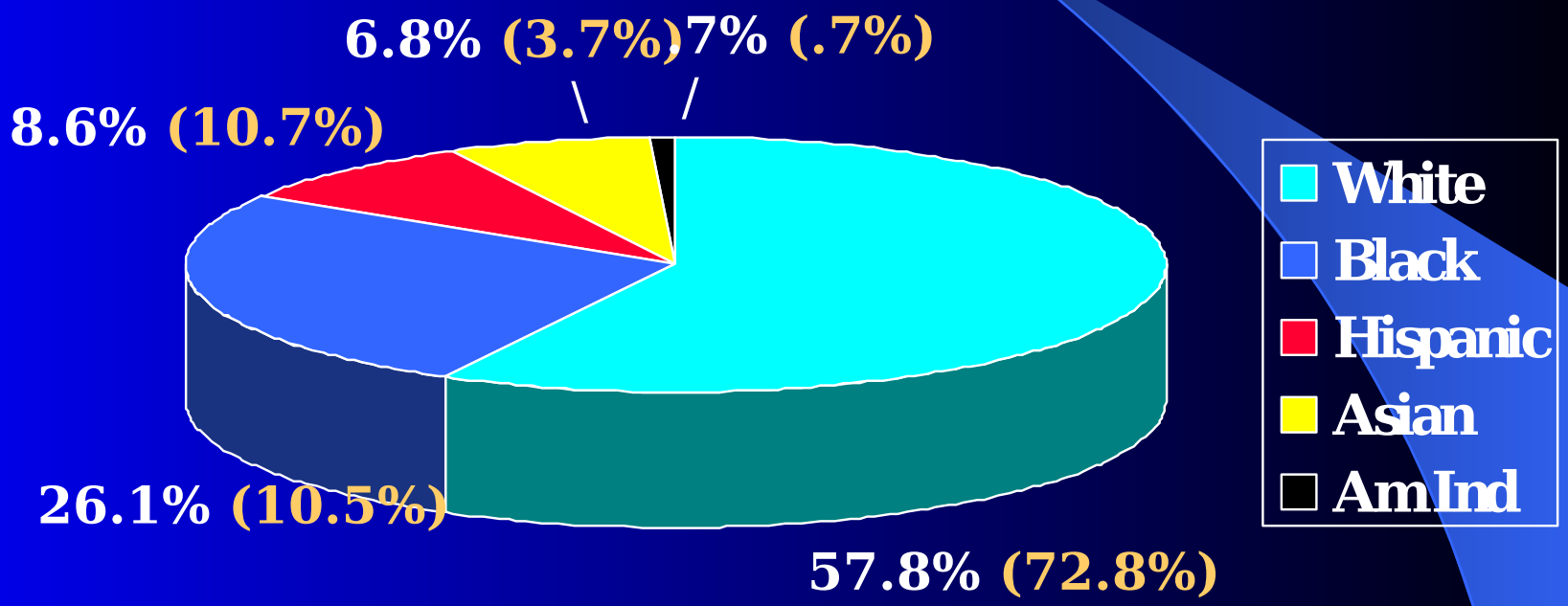
MEDCOM Civilian Workforce Demographics



All Occupations: 26,471 **Medical Occupations: 15,527**

DATA SOURCE: HQ ACPERS as of 31 Mar 04

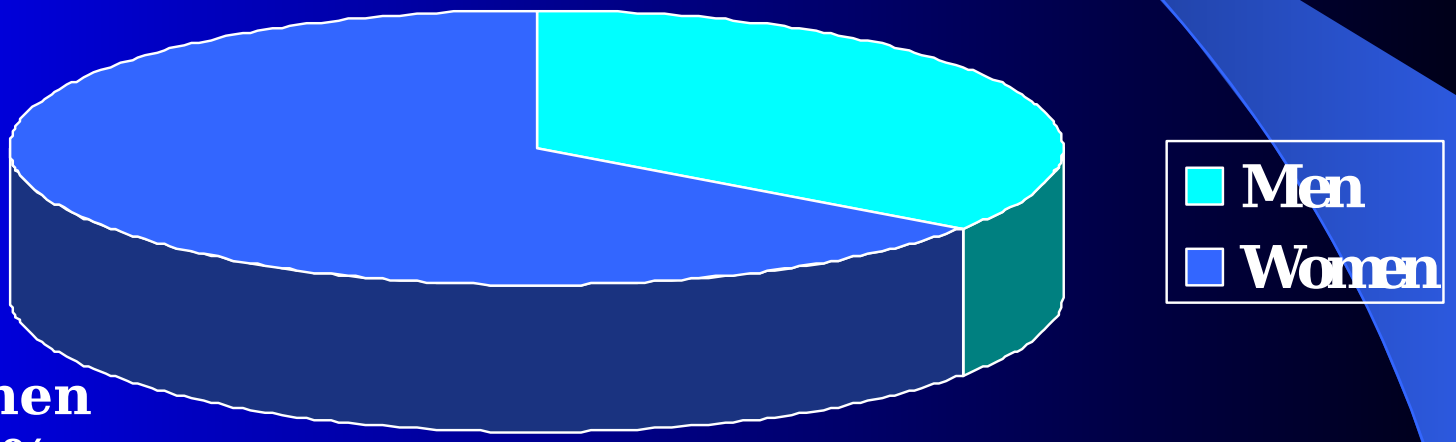
Civilian Work Force Statistics by Race/National Origin



Data Source: Defense Civilian Personnel Data System 31 Mar 04.

(Gold represents

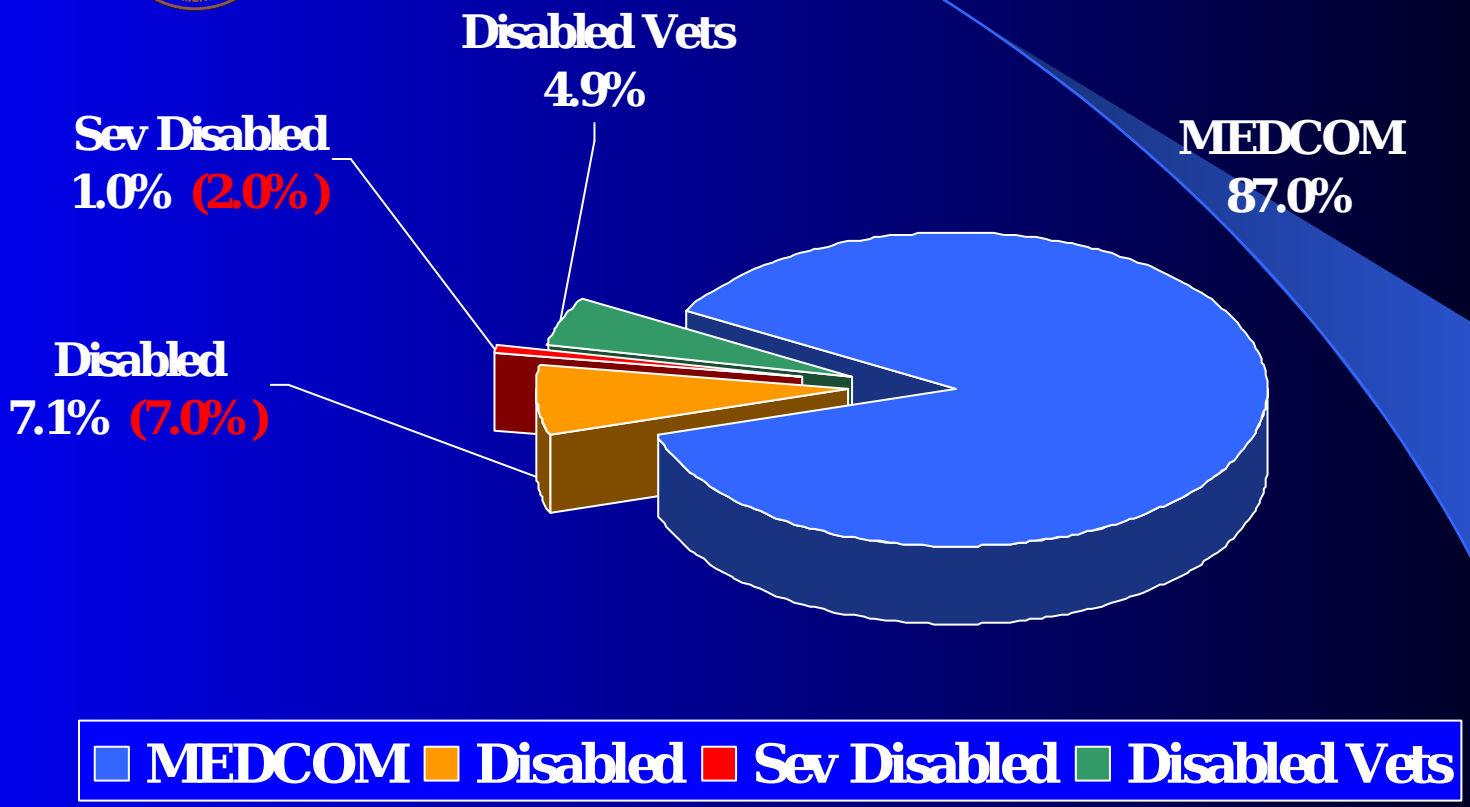
Civilian Work Force Statistics by Gender



Data Source: Defense Civilian Personnel Data System, 31 Mar 04.

(Gold represents

Civilian Work Force Statistics of Individuals With Disabilities

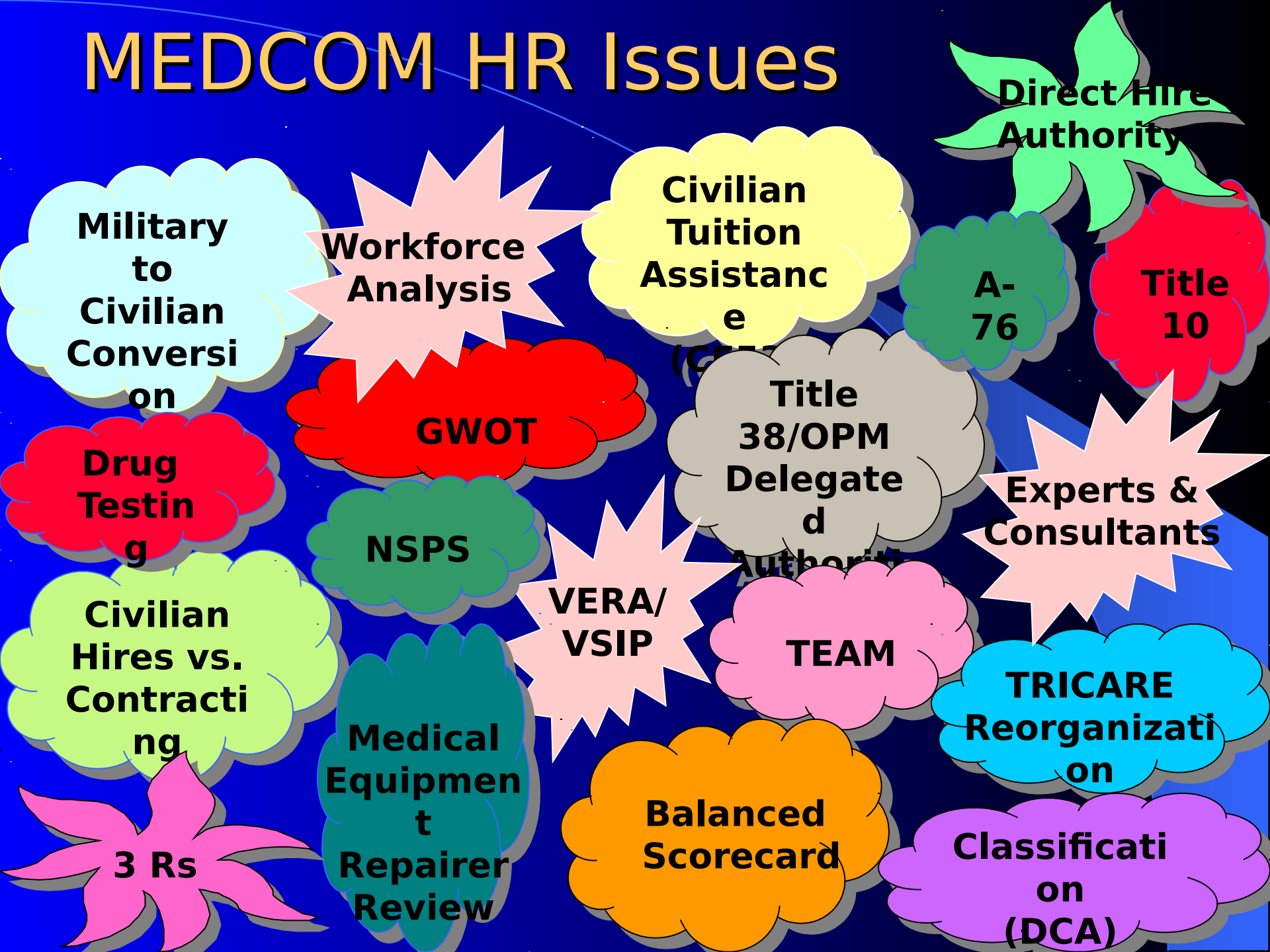


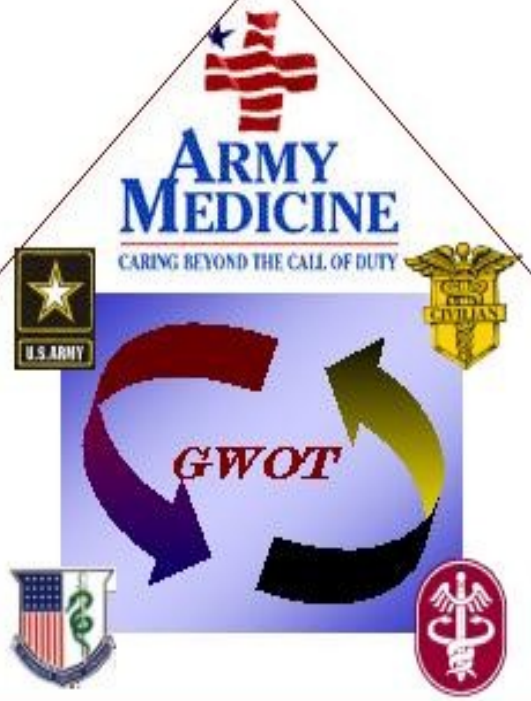
Total MEDCOM Population – 26,471

Data Source: Defense Civilian Personnel Data System, 31 Mar 04

Current MEDCOM Issues

MEDCOM HR Issues





MEDCOM Centralized Civilian Recruitment Program in support of the Global War on Terrorism

ARMY MEDICINE NEEDS YOU

Join the
ARMY CIVILIAN
HEALTH CARE TEAM

GWOT and You!

As Active, Reserve, and National Guard soldiers deploy to fight the Global War On Terrorism (GWOT), there is a growing need for civilian health care workers in Army hospitals throughout the United States and Overseas Locations (Germany).

GWOT HR Strategic Plan

- Objective:
  Identify Ways and Means to Meet
  Healthcare Manpower Requirements for
  Global War on Terrorism

- Intent:
  Hire civilian healthcare personnel
  against requirements

Strategic Plan

- Short Term Options
  - ✓ Detail/Reassign existing employees
  - ✓ Appoint new hires using Critical Needs Emergency Authority
    - 30 day appointment, can be extended 30 more days (60 days max)
  - ✓ Appoint new hires using 9/11 Emergency Authority
    - Not To Exceed 1 year, can extend one year (2 years max)
- Long Term Options
  - ✓ Temporary, Term or Permanent Appointments
    - Use Direct Hire Authority for covered occupations

Healthcare Occupations Needed

Medical Officer (all specialties)
Physicians Assistant
Registered Nurse (all specialties)
Dentist (all specialties)
Dental Assistant
Dental Hygienist
Dental Lab Tech
Pharmacist
Podiatrist
Optometrist
Licensed Practical Nurse (all specialties)
Nursing Assistant
Patient Administration

Other medical, medical technician and medical support occupations.

* Note: Only U.S. Citizens may apply; Licensure/ certification requirements
apply to some occupations

Areas with Critical Needs

Fort Wainwright, AK
Fort Irwin, CA
Walter Reed, DC
GA
Fort Gordon, GA
GA
Fort Shafter, HI
Leavenworth, KS
Fort Riley, KS
Fort Knox, KY
Fort Meade, MD
Wood, MO
Fort Bragg, NC
Fort Monmouth, NJ
Fort Sill, OK
Fort Bliss, TX
Fort Sam Houston, TX
Fort Eustis, VA
Fort McCoy, WI
(Germany)

Fort Huachuca, AZ
Fort Carson, CO
Fort Benning,

Fort Stewart,

Fort

Fort Campbell, KY
Fort Polk, LA
Fort Leonard

Fort Dix, NJ
Fort Drum, NY
Fort Jackson, SC
Fort Hood, TX
Fort Belvoir, VA
Fort Lewis, WA
Overseas

Benefits

Immediate Employment Opportunities for Health Care Professionals.
Special Salary Rates for Certain Occupations.
Group Life Insurance With Government Cost Sharing.
Choice of Health Insurance Options With Cost Shared by Government.
Recruitment, Retention, Relocation up to 25% of Salary.
Physicians Comparability Allowance (Minimum of 20 Hours Per Week Schedule).
13-26 Days of Vacation Each Year.
13 Days Accruable Sick Leave Each Year.
10 Paid Holidays.
3-tiered Retirement Plan to Include Social Security Benefits; Basic Benefits, and Thrift Savings Plan With Matching Employer Contributions-similar to Private 401(K).
Diverse Challenges.

GWOT Publicity

- MEDCOM'S Mercury Newspaper
  - ✓ Mar 04 *AMEDD hunts for civilian professionals*
- Nursing Spectrum Magazine
  - ✓ Feb 04
- Minority Nurse Magazine
  - ✓ Feb 04
- U. S. Medicine Magazine
  - ✓ Apr 04
- U.S. Army Times Magazine
  - ✓ May 04

GWOT 1-800-633-3646

- Activated 3 Dec 04, w/daily coverage beginning

  5 Jan 04

- Respond to interest, collect availability data and

  directed to CPOL website

- Collect resumes for all other requirements

  through email address:

  MEDCOM.JOBS@amedd.army.mil

GWOT Job Fairs

- Brooke Army Medical Center
  - ✓ Wednesday, 24 Mar 04
- Walter Reed Army Medical Center
  - ✓ Saturday, 3 Apr 04

Other MEDCOM-sponsored Job Fairs to be held as needed

- Participation at HSI/HACU Member Career Fairs

Letter to Retirees

- 2925 letters mailed to retired military with

  "medical" background/experience

  - ✓ Mailed to individuals within 50 miles of installations
  - ✓ Age group is 57-69 year old retirees

- Letters to retired civilians from OPM list

  (as the need continues)

Proactive Push

- Medical Resumes (316)
  - ✓ From 1-800 104
  - ✓ BAMC Job Fair 33
  - ✓ GWOT MEDIC 179
- Dental Resumes (140)
  - ✓ GWOT MEDIC 132
  - ✓ 1-800/BAMC Job Fair 08
- Over 1257 calls to the 1-800 number to date most in Mar/Apr 04

Accounting for GWOT Hires

- As of a 7 Apr 04 GWOT Civilian Hire Data Call
  - ✓468 MEDCOM (529 AMEDD)

MEDCOM Special Emphasis Program & Minority College Relations Program Initiatives

Equal Employment Opportunity

Hispanic Employment Program Initiatives

- **Support the DoD Partnership Agreement with the Hispanic Association of Colleges and Universities (HACU)**
- **Serve as a test-site for the HACU Local Intern Program and the HACU COOP Program**
- **Participate in the San Antonio Diversity Consortium (Alamo Federal Executive Board)**

Equal Employment Opportunity

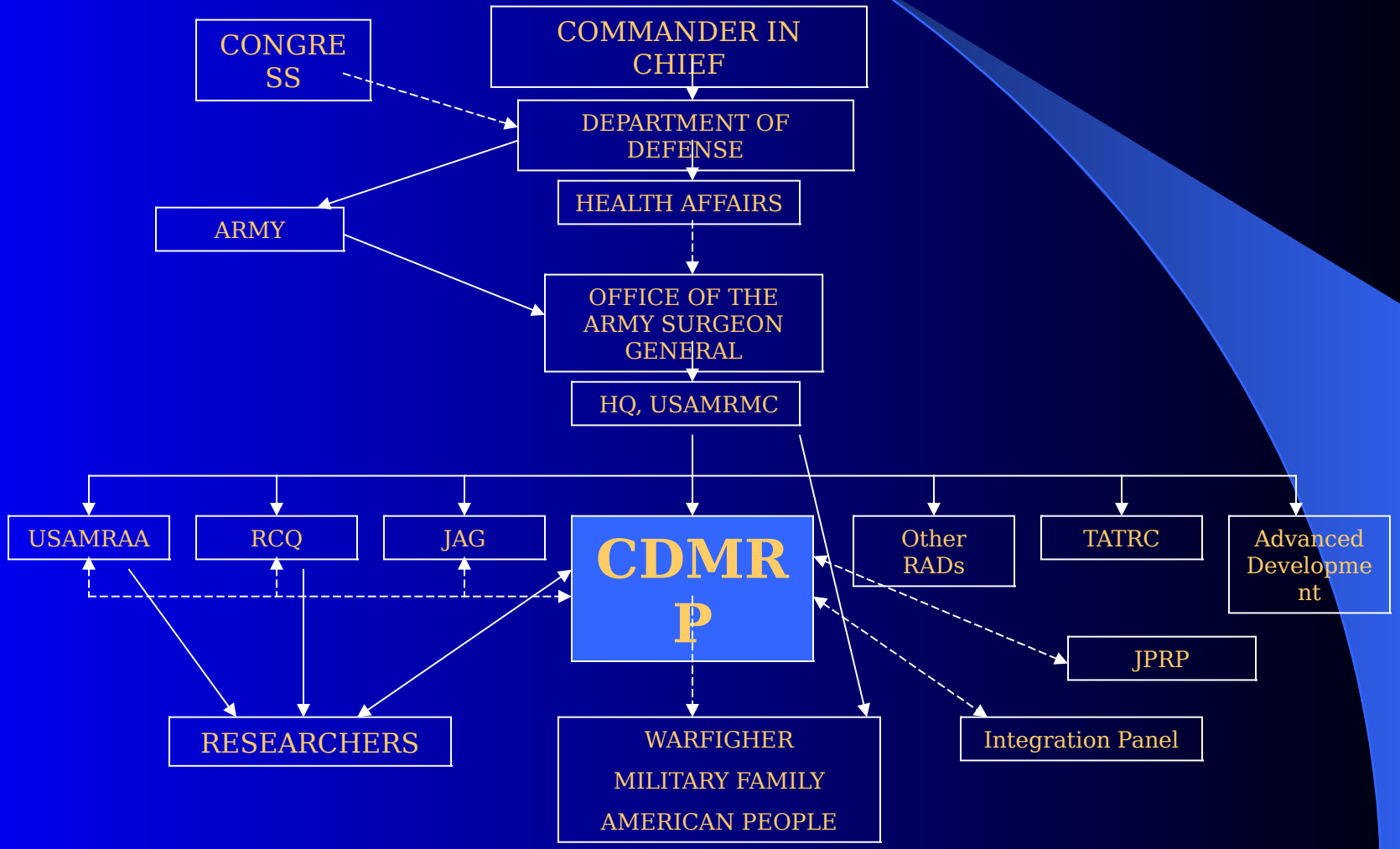
Minority College Relations Program

- **Increase participation in research & developmen and scientific)**
- **Increase employment opportunities for students and graduates**
- **Increase contracts and grants (FY 03 - $2.6 Mill awarded to HBCUs, HSIs & other MIs)**
- **Establish a visible presence on campuses**

US Army Medical Research and Materiel Command (USAMRMC)

Congressionally Directed Medical Research Program (CDMRP)

How CDMRP Fits Into the "Big" Picture



CDMRP History

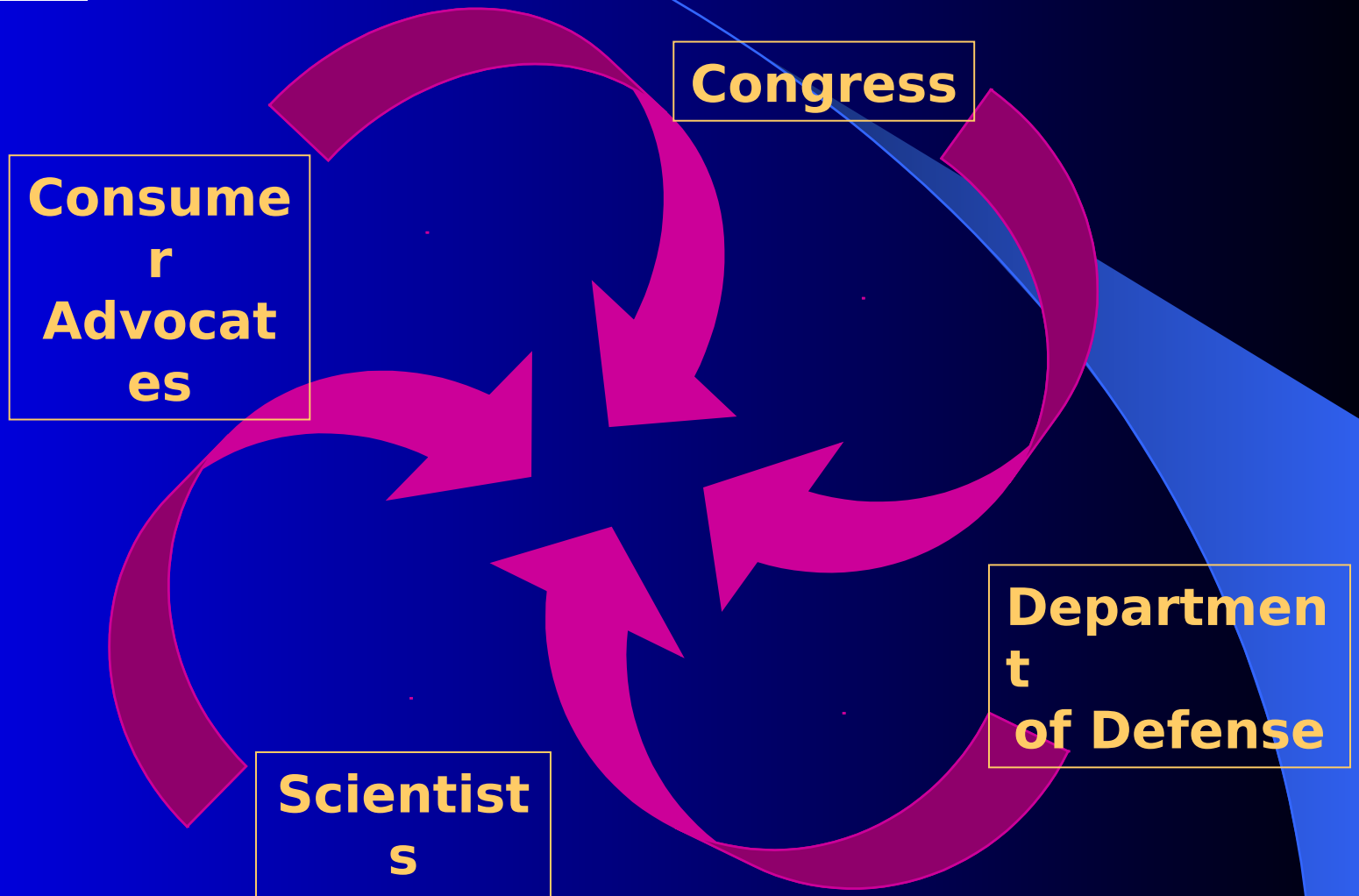
- **In 1993, grassroots advocacy heightened political awareness of breast cancer**
- **Federal budgetary opportunities spurred Congress to appropriate $210M to the DOD budget for breast cancer research**
- **Program assigned to the USAMRMC; subsequent consultation with the Institute of Medicine (IOM) for programmatic advice**
- **Additional research programs added, including neurofibromatosis in FY96, ovarian cancer and prostate cancer in FY97, defense health (now called Peer Reviewed Medical Research Program) in FY99, and prion,**

CDMRP Philosophy

THE CENTRAL THEME IS INNOVATION

- Vision: Find and fund the best research to eradicate diseases and support the war-fighter for the benefit of the American public
- Mission: We provide hope by promoting innovative research, recognizing untapped opportunities, creating partnerships, and guarding

Partnerships



Partnerships

CURE

CDMRP Portfolio of Funded FY92-02 HSI Submissions

Institution	Number of Proposals Funded
University of Texas Health Science Center	45
University of New Mexico	21
University of Puerto Rico School of Medicine	2
University of Texas at Brownsville	1

MRMC FY-03 Awards to HBCUs/HSIs/MIs

Number of Awards to HBCUs/HSIs/MIs **87**
(contracts, grants, assistance agreements)
Approximate Dollar Value **$ 2**

Small Business Research, Development, Training & Evaluation (RDT&E) Awards **$ 56.7 M**
Small Business Innovation Research Awards **$ 2**

FY04 CDMRP Programs

- **Breast Cancer Research Program $150M**
- **Prostate Cancer Research Program $85M**
- **Peer Reviewed Medical Research Program $50M**
- **Neurofibromatosis Research Program $20M**
- **Ovarian Cancer Research Program $10M**

Information, Education and Tec
Assistance to HSIs – FY 04

University of Texas Health Science Center, San Antonio, TX
Title: Funding and Procurement Opportunities within USAMRM
9 Mar 04 **MG Lester Martinez-Lopez, MRMC Commander**
Dr. Barbara Terry-Koroma, PRMRP/SP Prog Mana
Mr. Robert Charles , Esq., MRMC Legal Office
Mr. Craig Lebo, Principal Assistant, Contracting
Mr. Jerome Maultsby, Associate Director, SADBU

California State University, San Bernardino, CA
4-5 Feb 04

University of Texas – Brownsville, TX
16 Apr 04 (10th Annual Texas Higher Education Research Executives Conference

San Juan, Puerto Rico
25-28 Apr 04, Peer Reviewed Medical Research Program Milit
Research Forum (University of Puerto Rico Medical Science Ca

ormation, Education and Technica Assistance

- *ADSADBU Mission:*

*To forge **strategic business alliances and provide maximum opportunities** for various small businesses, Historically Black Colleges an Universities and Minority Institutions (HBCU/MI), **Hispanic Serving Institutions (HSI)** and Trib Colleges and Universities(TCU)*

For More Information, Contact:

Dr. Barbara Terry-Koroma
US Army Medical Research and Materiel Command
ATTN: MCMR-PLF
1077 Patchel Street
Fort Detrick, MD 21702-5024
Phone: 301-619-7047
Fax: 301-619-7796
E mail barbara.terry-koroma@det.amedd.army.mil
Web Site: http://cdmrp.army.mil

Jerome K. Maultsby
Associate Director
Small and Disadvantaged Utilization
US Army Medical Research and Materiel Command
Fort Detrick, MD 21702-5014
(301) 619-2471
(301) 619-2243 (Fax)
Jerome.Maultsby@amedd.army.mil
www.mrmc.smallbusopps.army.mil

U.S. Army Medical Command
Fort Sam Houston, Texas

Questions?

Carmen L. Lopez, Director
Office of Equal Employment Opportunity Program
(210) 221-8170, DSN 471
http://eeo.amedd.army.mil